



DEPARTMENT OF EDUCATION

Townsend Building
401 Federal Street Suite 2
Dover, Delaware 19901-3639
DOE WEBSITE: <http://www.doe.k12.de.us>

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PUBLIC MEETING: DPAS-II Advisory Committee Meeting

MEETING DATE AND TIME: Wednesday, January 16, 2019 – 9:00 am

PLACE: Delaware State Police Troop 3

3759 South State Street, Camden, DE 19934

MINUTES

MEMBERS PRESENT

Clay Beauchamp, Co-Chair
Bill Doolittle
Susan Frampton
Representative Earl Jaques, Jr.
Jill League
Jenny Nauman
Senator David Sokola
David Tull
Patrick Williams
Jackie Wilson, Chair

NON-VOTING MEMBERS

Melissa Oates, DDOE Representative Non-Voting Member
Audrey Noble, SBE Non-Voting Member
Kimberly Rodriguez, DDOE Administrative support Non-Voting Member
Michael Saylor, DDOE Representative Non-Voting Member

MEMBERS ABSENT

Karen Maull
Laura Schneider
Jon Sheehan

PUBLIC

Seher Ahmad, DDOE
Audrey Noble, State Board
Deb Stevens, DSEA



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1. The meeting was called to order at 9:02 a.m.
2. Pledge of Allegiance
3. Approval of Minutes from November 27, 2018
David Tull motioned to approve the minutes and Bill Doolittle seconded the minutes.
The motion passed.
4. Credentialed Observer / Evaluation Definition
 - Melissa Oates mentioned that in the past two years there has been an increase in districts/ charters hiring people that are not necessarily educators to conduct observations for teachers. The definition of evaluator on the document does not include the term educator and is causing some misunderstanding.
 - Jill League commented that there are other specialists that should be able to be evaluated by someone out in the field. She does not want to eliminate the opportunity for others in the field to provide feedback to specialists.
 - Mike Saylor mentioned feedback could be outside of the DPAS-II evaluation process.
 - Clay commented that a nurse who works in a retirement home may not be able to give feedback to a school that deals with children.
 - Comments were noted that we need to decide who should observe teachers. Definitions were written with the intent that it be the assistant principal, principal or someone credentialed with a teaching certificate. However, we now have observers other than educators.
 - Comments were made that the observers should be experienced and certified educators.
 - Suggestions were noted who should be able to comment on DPAS-II evaluations:
 - A minimum of five years' experience as an educator
 - They should have a Delaware License
 - The evaluator should be a building level administrator
 - Patrick commented that the credentialing opportunity should be scrutinized
 - Melissa commented that we should check the credentialing in 10.0 in the regulations to determine requirements to be credentialed.
 - Jackie commented that schools are contracting with DASL to go into different locations to do the evaluations.
 - David Tull questioned if there was a way to prevent non-qualified people from registering for the credentialing course.
 - Jackie commented that a better approach would be for a new administrator to do the observations with an experienced credentialed observer.

- Clay commented that the evaluator is the one that is responsible for the summative evaluation. The language should say that the evaluator should be required to complete at least one formative and the summative. This would be a change in language.
- Senator Sokola commented that there might be circumstances where the evaluator may get feedback in other ways. If you get some information from designating a school administrator who is also a credentialed observer and not an outsider, you should not need to replicate that observation.
- Patrick commented that if the person has not completed the evaluation themselves, they should not be able to comment without conducting the minimum observations.
- Melissa will draft definitions for the next meeting.

5. DPAS Monitoring

- Melissa commented that monitoring in the past was sometimes viewed negatively. She deliberately made it a more positive experience. Monitoring checks things such as credentialing, the percentage of completed evaluations, and tracks the current year's progress towards completion. We are also checking goal setting and the quality of feedback that teacher's receive.
- Monitoring allows the DOE team to learn what districts are doing well and allows DOE to share best practices with others.
- Jennifer commented that districts need to do calibration activities by the end of the year. She feels that Melissa and Mike are doing a great job in the districts and giving strategies to make it a better system.
- Clay asked if a list could be distributed to the districts of who needs to be recredentialed. Melissa shared that a spreadsheet is given to the districts listing when administrators have been credentialed and when they expire. This is distributed to the DPAS- II Leads and HR leads.
- Clay asked what is being shared about Component V during monitoring.
- Melissa commented that there are some districts that are more aligned between Measures A, B and C.
- Clay commented that some districts require teachers to use the one pager for Measure B.
- Melissa commented that DOE encourages district to use the one pager to help set a quality goal but told the districts that it is not required.
- Seher commented that the one-pagers contain an average rate of growth.
- Representative Jaques commented that he is not an educator and does not see the value in Component V.
- Melissa commented that Component V is designed to measure the effect instruction has on student learning.

- Senator Sokola commented on including the use of student and parent surveys in an evaluation process.
- Representative Jaques asked members if there is any value to component V.
- Jen commented that yes, she feels it is needed. She has teams work together and has collaborative conversations involving kids in reaching their goals.
- Susan commented that we need to be accountable for student growth. She is concerned, though, with the methodology.
- Senator Sokola questioned whether Smarter Balanced was a good tool and as effective as the previous assessment.
- Audrey commented that nationally the numbers are dropping in achievement. She feels that our scores are flat.
- Melissa commented that there is still work that is needed around the common core instructional shifts.
- Earl commented that the national data is showing that Delaware is 7th per spending per student and always in the 40s in performance academically.

6. Component IV

- Melissa feels that we need to table this item. If changes are made now, it is not a good time to make the changes.
- The committee asked that we move Component IV out of the observation.
- This conversation will be revisited.

7. Updates on DPAS II Teachers and Administrator Rubric Revision work

- Michael gave an updated on the DPAS-II Amin Alignment Work. Component 1, 2 and 3 are in draft. Changes need to be made to 108A.
- Mike mentioned that there are trainings that have been set starting June 2019 through September 2019.
- Patrick commented the updates will require some recently re-credentialed observers to get additional training.
- Mike mentioned that due to the alignment to a new set of standards, professional development is needed.
- Mike gave an overview for the recommended changes to 108A.
- Representative Jaques commented than an independent report will be released at the end of the week that analyzes personnel distribution across the state, including administrators and the number of completed DPAS-II evaluations.
- Melissa gave an update to the teacher rubric project. There are approximately 30 stakeholder members on the committee. The committee will reconvene in March.



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- Melissa shared four student needs that are driving the work:
 1. Grade appropriate assignments
 2. Strong instruction
 3. Deep engagement
 4. High expectations
- Main Ideas within the draft rubrics are:
 1. Culture and learning
 2. Quality Instruction
 3. Student Engagement in Learning
- Jill commented that the teachers need to attend training around InTASC standards.
- Jackie praised Mike and Melissa for leading the rubric work.

8. Dates for future meetings

The next meeting will be held on: March 19, 2019 from 9:00 till 12:00 at the Department of Education Cabinet Room

9. Public Comments

Deb Stevens commented that as an engaged stakeholder she still enjoys to hear about the potential changes to the system for the educators and students. She believes that test scores are not going to change until we develop better instructional practices. She inquired about incorporating evaluation cycles and revisiting Component V.

Bill Doolittle commented that he is encouraged by the direction that we are moving.

The meeting was adjourned at 11:52

****If you cannot attend the meeting and would like to send a replacement on your behalf, please submit your request in writing to Melissa Oates.**